



96TH GENERAL ASSEMBLY

State of Illinois

2009 and 2010

HB2573

Introduced 2/20/2009, by Rep. Deborah Mell

SYNOPSIS AS INTRODUCED:

775 ILCS 5/5A-101.1 new
775 ILCS 5/5A-102

from Ch. 68, par. 5A-102

Amends the Illinois Human Rights Act. Provides that every institution of higher education covered by the Act shall post in a prominent and accessible location a poster stating sexual harassment laws and policies. Provides that documents to be posted shall be retrieved from the Illinois Department of Human Rights website to satisfy posting requirements. Provides that posting of the posters shall be effectuated within 90 days of the effective date of the amendatory Act and shall occur annually thereafter. Specifies the contents of the posted sexual harassment poster. Provides that it is a civil rights violation for an institution of higher education to fail to post the sexual harassment poster. Effective August 1, 2009.

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FISCAL NOTE ACT
MAY APPLY

A BILL FOR

1 AN ACT concerning human rights.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The Illinois Human Rights Act is amended by
5 changing Section 5A-102 and by adding Section 5A-101.1 as
6 follows:

7 (775 ILCS 5/5A-101.1 new)

8 Sec. 5A-101.1. Notice.

9 (A) Every institution of higher education covered by this
10 Act shall post in a prominent and accessible location a poster
11 stating sexual harassment laws and policies. Documents to be
12 posted shall be retrieved from the Illinois Department of Human
13 Rights website to satisfy posting requirements. Posting of the
14 posters shall be effectuated within 90 days of the effective
15 date of this amendatory Act of the 96th General Assembly and
16 shall occur annually thereafter.

17 (B) The posted sexual harassment poster shall include, at a
18 minimum, the following information: (i) the illegality of
19 sexual harassment in higher education; (ii) the definition of
20 sexual harassment under State law; (iii) a description of
21 sexual harassment, utilizing examples; (iv) the institution's
22 internal complaint process including penalties; (v) the legal
23 recourse, investigative and complaint process available

1 through the Department of Human Rights; (vi) directions on how
2 to contact the Department; and (vii) protection against
3 retaliation as provided by Section 6-101 of this Act. The
4 poster shall be posted in all public and common areas of the
5 institution including but not limited to student unions,
6 libraries, campus bookstores, dormitories, registrars office,
7 office of admissions, etc. and such locations shall be provided
8 to the Department upon request.

9 (775 ILCS 5/5A-102) (from Ch. 68, par. 5A-102)

10 Sec. 5A-102. Civil Rights Violations-Higher Education. It
11 is a civil rights violation:

12 (A) Higher Education Representative. For any higher
13 education representative to commit or engage in sexual
14 harassment in higher education.

15 (B) Institution of Higher Education. For any institution of
16 higher education to fail to take remedial action, or to fail to
17 take appropriate disciplinary action against a higher
18 education representative employed by such institution, when
19 such institution knows that such higher education
20 representative was committing or engaging in or committed or
21 engaged in sexual harassment in higher education or fail to
22 post the sexual harassment poster described in Section 5A-101.1
23 of this Act.

24 (Source: P.A. 83-91.)

25 Section 99. Effective date. This Act takes effect August 1,

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1 2009.